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May 29, 2019

Kenneth Lynch, Acting Chief  
Industry Analysis Division  
Office of Economics and Analytics  
Federal Communications Commission  
445 12<sup>th</sup> Street, SW  
Washington, DC 20554

**Re: Common Carrier Annual Employment Report for Cellco Partnership**

Dear Mr. Lynch:

Pursuant to Sections 1.815 and 90.168 of the Commission's Rules, of the Commission's Rules, Cellco Partnership d/b/a Verizon Wireless hereby submits (1) its Common Carrier Annual Employment Report on FCC Form 395; (2) its Affirmative Action Program; (3) its EEO Policy Statements; and (4) the following report of complaints alleging violations of equal employment provisions of Federal, State, Territorial or local law filed against or assumed by Cellco Partnership d/b/a Verizon Wireless as of April 30, 2019, before anybody having competent jurisdiction, as follows:

Candice Lewis v. Verizon Wireless-4/23/2019 Complaint was filed with the EEOC (435-2019-00642) alleging sex and other (Pregnancy) discrimination and retaliation. Status: Pending

Joy Zalno v. Verizon Wireless- 4/5/2019 Complaint was filed with the EEOC (533-2019-00800) alleging sex discrimination and retaliation. Status: Pending

Necole Cunningham v. Verizon Wireless- 3/4/2019 Complaint was filed with the EEOC (494-2019-00343) alleging disability discrimination and retaliation. Status: Pending

Jay Holloman v. Verizon Wireless- 3/27/2019 Complaint was filed with the EEOC (437-2019-00715) alleging race and religious discrimination and retaliation. Status: Pending

William Hozey v. Verizon Wireless- 3/26/2019 Complaint was filed with the EEOC (486-2019-00250) alleging age discrimination. Status: Pending

Tina Whitaker v. Verizon Wireless- 11/20/2017 Complaint was filed with the EEOC (560-2018-00081) alleging disability discrimination. Status: Pending

Crystal Washington v. Verizon Wireless- 3/28/2019 Complaint was filed with the EEOC (532-2019-01234) alleging race and sex discrimination and retaliation. Status: Pending

Ticora Benton v. Verizon Wireless- 3/19/2019 Complaint was filed with the EEOC (532-2019-00727) alleging disability discrimination. Status: Pending

Doreena Gaines v. Verizon Wireless- 3/25/2019 Complaint was filed with the EEOC (430-2019-014122) alleging race discrimination. Status: Closed 2019

Xin Jin v. Verizon Wireless- 3/15/2019 Complaint was files with the Hawaii Civil Rights Commission (PA-0-0941) alleging Status: Pending

Renee Johnson v. Verizon Wireless- 2/16/2019 Complaint was filed with the EEOC (440-2019-01314) alleging race, age, and disability discrimination and retaliation. Status: Pending

Emily Hall v. Verizon Wireless- 3/20/2019 Complaint was filed with the EEOC (410-2018-07747) alleging disability discrimination. Status: Pending

Bouvier Battles v. Verizon Wireless- 3/12/2019 Complaint was filed with the EEOC (493-2019-00625) alleging age discrimination. Status: Pending

Maria Cervantez v. Verizon Wireless- 5/11/2018 Complaint was filed with the EEOC (453-2018-01102) alleging age and disability discrimination. Status: Pending

Melissa Legoretta v. Verizon Wireless- 3/1/2019 Complaint was filed with the EEOC (543-2019-00347) alleging disability discrimination. Status: Closed 2019

Robert Scott v. Verizon Wireless- 2/20/2019 Complaint was filed with the EEOC (430-2019-00261) alleging retaliation. Status: Pending

Debbie Cameron v. Verizon Wireless- 1/22/2019 Complaint was filed with the State of Ohio (COLB (46828)) alleging disability discrimination. Status: Pending

Randy Daniel v. Verizon Wireless- 2/15/2019 Complaint was filed with the EEOC (410-2019-02406) alleging race and disability discrimination. Status: Pending

Ginnie McKnight v. Verizon Wireless- 2/9/2019 Complaint was filed with the EEOC (531-2018-03873) alleging race and disability discrimination and retaliation. Status: Pending

Salim Tadros v. Verizon Wireless- 12/7/2018 Complaint was filed with the EEOC (440-2019-01532) alleging race, religion, national origin, and disability discrimination and retaliation. Status: Pending

Cyntria Jackson v. Verizon Wireless- 2/1/2019 Complaint was filed with South Carolina Human Affairs Commission (1-19-53D-S) and the EEOC (14c-2019-00070) alleging sex and disability discrimination and retaliation. Status: Pending

Ashley Green v. Verizon Wireless- 1/16/2019 Complaint was filed with Wisconsin Equal Rights Division (CR201900035) and the EEOC (26G-2019-00396C) alleging race and sex discrimination. Status Closed 2019

Jesus Molina v. Verizon Wireless- 1/29/2019 Complaint was filed with the EEOC (453-2019-00358) alleging sex discrimination. Status: Pending

Taylor Gordon v. Verizon Wireless- 1/8/2019 Complaint was filed with the Connecticut Commission on Human Rights and Opportunities (1940109) and the EEOC (16A-2019-00028) alleging race, color and sex discrimination and retaliation. Status: Pending

Caprice Classic v. Verizon Wireless- 12/20/2019 Complaint was filed with the Washington State Human Rights Commission (17EZ-0384-18-9) and the EEOC (38G-2019-00105) alleging retaliation. Status: Pending

Aisha Woods v. Verizon Wireless- 12/20/2018 Complaint was filed with the EEOC (531-2019-00118) alleging race and age discrimination. Status: Pending

Marcus Marshal v. Verizon Wireless-12/3/2018 Complaint was filed with the South Dakota Division of Human Rights (EM-19-480941) and the EEOC (444-2018-0024) alleging race discrimination and retaliation. Status: Closed 2019

Mariliuz Resendiz v. Verizon Wireless- 11/29/2018 Complaint was filed with the EEOC (846-2019-03059) alleging race, sex, age, and disability discrimination and retaliation. Status: Pending

Laurel Kilpatrick v. Verizon Wireless- 10/24/2018 Complaint was filed with the EEOC (846-2018-29304) alleging age and disability discrimination. Status: Closed 2019

Kendra Fincher v. Verizon Wireless- 11/21/2018 Complaint was filed with the EEOC (470-2019-00575) alleging disability discrimination. Status: Closed 2019

Shelly Gendrolis v. Verizon Wireless- 10/16/2018 Complaint was filed with the Tennessee Human Rights Commission (1-184-18;25A-2018-00382C) alleging race, sex, and age discrimination and retaliation.

LaBarbara Brown v. Verizon Wireless- 11/26/2018 Complaint was filed with the EEOC (430-2019-00433) alleging disability discrimination. Status: Closed 2019

Edward Wilkins v. Verizon Wireless- 11/9/2018 Complaint was file with the Utah Labor Commission (B9-0067 & 35C-2019-00067) alleging age discrimination. Status: Pending

Robert Lovato v. Verizon Wireless- 11/15/2018 Complaint was files with the EEOC (543-2018-01055) alleging race, national origin, and disability and retaliation. Status: Pending

William Bogardus v. Verizon Wireless- 12/18/2018 Complaint was filed with the EEOC (440-2018-08319) alleging sex discrimination. Status: Pending

Charmaine Heath v. Verizon Wireless- 1/30/2019 Complaint was filed with the EEOC (540-2019-00340) alleging disability discrimination. Status: Pending

Louis Ahn v. Verizon Wireless- 11/6/2018 Complaint was filed with the EEOC (410-2019-00926) alleging disability discrimination and retaliation. Status: Closed 2019

William Landford v. Verizon Wireless- 10/29/2018 Complaint was filed with the Massachusetts Commission Against Discrimination (18SPA03077) alleging race discrimination. Status: Pending

Stacie Spearman v. Verizon Wireless- 11/1/2018 Complaint was filed with the EEOC (436-2018-01689) alleging sex discrimination. Status: Pending

Greg Sakellakos v. Verizon Wireless- 10/25/2018 Complaint was filed with the EEOC (453-2019-00096) alleging sex, national origin and disability discrimination and retaliation. Status: Pending

Eric Miller v. Verizon Wireless- 10/22/2018 Compliant was filed with the EEOC (440-2018-06662) alleging race and disability discrimination. Status: Pending

Sara Gardea v. Verizon Wireless- 10/19/2018 Complaint was filed with the EEOC (453-2018-01802) alleging disability discrimination. Status: Pending

Doug McCrea v. Verizon Wireless- 10/4/2018 Complaint was filed with the EEOC (440-2018-08452) alleging age discrimination. Status: Pending

Greg Williams v. Verizon Wireless- 10/4/2018 Complaint was filed with the EEOC (440-2018-08328) alleging age discrimination. Status: Pending

Nicole Swart v. Verizon Wireless- 9/17/2018 Complaint was filed with the Kansas Human Rights Commission (40431-19/28D-2018-00903) alleging sex and disability discrimination and retaliation. Status: Pending

Viviana Munoz v. Verizon Wireless- 9/24/2018 Complaint was filed with the EEOC (511-2018-03537) alleging sex and national origin discrimination and retaliation. Status: Closed 2019

Kevin Crawford v. Verizon Wireless- 9/17/2018 Complaint filed with the Florida Commission on Human Relations (201811186/15D-2018-00964) alleging race, sex, age and disability discrimination and retaliation. Status: Pending

Shelley Evans v. Verizon Wireless- 9/18/2018 Complaint filed with the EEOC (451-2018-03770) alleging sex and age discrimination and retaliation. Status: Pending

William Evans v. Verizon Wireless- 9/18/2018 Complaint filed with the EEOC (451-2018-03769) alleging sex and age discrimination and retaliation. Status: Closed 2018

Kanika Covert v. Verizon Wireless- 9/18/2018 Complaint filed with the EEOC (494-2018-02360) alleging sex discrimination and retaliation. Status: Closed 2019

William Hall v. Verizon Wireless- 10/10/2018 Complaint filed with the EEOC (410-2018-08896) alleging sex discrimination. Status: Pending

Latoya Barron v. Verizon Wireless- 9/12/2018 Complaint filed with the EEOC (410-2018-08912) alleging retaliation. Status: Closed 2018

Lontell Sanders v. Verizon Wireless- 9/6/2018 Complaint filed with the EEOC (470-2018-04075) alleging race and disability discrimination. Status: Closed 2018

Takeyelia Gladden v. Verizon Wireless- 8/30/2018 Complaint was filed with the EEOC (415-2018-00922) alleging race discrimination. Status: Closed 2018

John Greco v. Verizon Wireless- 8/5/2018 Complaint was filed with the EEOC (450-2018-03088) alleging age discrimination. Status: Closed 2018

Nzinga Anderson v. Verizon Wireless- 8/30/2018 Complaint was filed with the EEOC (531-2018-03372) alleging disability discrimination. Status: Closed 2018

Kyra Burse v. Verizon Wireless- 8/9/2018 Complaint was filed with the EEOC (531-2018-03332) alleging disability discrimination.

Delores Edwards v. Verizon Wireless- 7/5/2018 Complaint was filed with the EEOC (410-2018-07083) alleging disability discrimination and retaliation. Status: Closed 2018

Heather Grant v. Verizon Wireless- 8/20/2018 Complaint was filed with the EEOC (532-2018-01889) alleging race, age, disability discrimination and retaliation. Status: Closed 2018

Teresa Cochran v. Verizon Wireless- 8/16/2018 Complaint was filed with the EEOC (540-2018-04379) alleging age discrimination. Status: Pending

George Wilson v. Verizon Wireless- 8/8/2018 Complaint was filed with the EEOC (450-2018-05099) alleging age discrimination. Status: Closed 2018

Steve Pippin v. Verizon Wireless- 7/10/2018 Complaint was filed with the EEOC (420-2018-03020) alleging disability discrimination. Status: Closed 2018

Michael McLemore v. Verizon Wireless- 6/20/2016 Complaint was filed with the EEOC (510-2016-03853) alleging sex discrimination and retaliation. Status: Closed 2019

Ryan Chesmore v. Verizon Wireless- 7/24/2018 Complaint was filed with the Iowa Civil Rights Commission (07-18-72291/26A-2018-00721C) alleging disability discrimination. Status: Closed 2018

Paul Minto v. Verizon Wireless- 7/19/2018 Complaint was filed with the Massachusetts Commission Against Discrimination (18SEM01998/16C-2018-02085) alleging race discrimination and retaliation. Status: Pending

Nioraida Reyes v. Verizon Wireless- 7/23/2018 Complaint was filed with the EEOC (551-2018-02199) alleging national origin and disability discrimination. Status: Closed 2018

Debra Parrish v. Verizon Wireless- 7/19/2018 Complaint was filed with the EEOC (410-2018-07058) alleging disability discrimination. Status: Pending

Zac Turner v. Verizon Wireless- 6/27/2018 Complaint was filed with the Hawaii Civil Rights Commission (20909/37B-2018-00254) alleging sexual orientation discrimination and retaliation. Status: Closed 2019

Tajuana Mallory v. Verizon Wireless- 6/30/2018 Complaint was filed with the EEOC (530-2018-04412) alleging disability discrimination and retaliation. Status: Closed 2018

Thomas Quick v. Verizon Wireless- 6/21/2018 Complaint was filed with the EEOC (420-2018-02741) alleging sex and age discrimination. Status: pending

Jesse Knowlin v. Verizon Wireless- 6/21/2018 Complaint was filed with the EEOC (410-2018-06294) alleging sex and disability discrimination. Status: Closed 2018

Mario Allen v. Verizon Wireless- 6/10/2018 Complaint was filed with the EEOC (494-2018-01994) alleging race and retaliation. Status: Closed 2018

Daniel Zakharia v. Verizon Wireless- 6/6/2018 Complaint was filed with the California Department of Fair Employment and Housing (201803-017599300) alleging disability discrimination and retaliation. Status: Closed 2018

Michelle Hall v. Verizon Wireless- 6/7/2018 Complaint was filed with the EEOC (435-2018-00594) alleging sex discrimination and retaliation. Status: pending

Patrick Carodine v. Verizon Wireless – 5/21/2018 Complaint was filed with the EEOC (490-2018-02175) alleging race and age discrimination. Status: Closed 2018

Susanna Murphy v. Verizon Wireless – 5/23/2018 Complaint was filed with the EEOC (410-2018-05446) alleging race and disability discrimination and retaliation. Status: pending

Keith Cabell v. Verizon Wireless – 5/21/2018 Complaint was filed with the EEOC (410-2018-05544) alleging race, age, and disability discrimination and retaliation. Status: Closed 2018

Kathleen Piciu v. Verizon Wireless – 5/17/2018 Complaint was filed with the EEOC (530-2018-03695) alleging sex, disability and other (Pregnancy) discrimination and retaliation. Status: Closed 2018

Christie Thompson v. Verizon Wireless – 5/2/2018 Complaint was filed with the EEOC (533-2018-01347) alleging disability discrimination and retaliation. Status: no action required

Gerado Racioppi v. Verizon Wireless – 5/1/2018 Complaint was filed with the EEOC (433-2018-02032) alleging sex discrimination and retaliation. Status: Closed 2018

Koshandra Watkins v. Verizon Wireless – 4/30/2018 Complaint was filed with the EEOC (450-2018-02988) alleging race, sex, and national origin discrimination and retaliation. Status: Closed 2018

Nancy Kornfeld v. Verizon Wireless- 3/6/2018 Complaint was filed with the EEOC (531-2018-00697) alleging retaliation. Status: pending

The status of complaints previously filed and reported to the Commission pursuant to Section 22.321(c) is as follows:

Robert G. Washington v. Verizon Wireless – 4/23/2018 Complaint filed with both the EEOC and State of Kentucky (24H-2018-00065 & 04-18-3919) alleging race and age discrimination. Status: Closed 2018

Andria Lambert v. Verizon Wireless – 4/26/2018 Complaint filed with the EEOC (511-2018-01955) alleging sex and pregnancy discrimination. Status: Closed 2019

Sanda Mitchell v. Verizon Wireless – 4/11/2018 Complaint filed with the EEOC (531-2018-01938) alleging disability discrimination. Status: no action required

Linda Lucchetti v. Verizon Wireless – 3/22/2018 Complaint filed with the State Connecticut (1830496) alleging sex, age and disability discrimination. Status: Closed 2018

Kurk Fieldhouse v. Verizon Wireless – 3/27/2018 Complaint filed with both the EEOC and the State of California (37A-2018-01824-C & 201802-01134308) alleging age discrimination. Status: no action required

Randy Tee v. Verizon Wireless – 3/26/2018 Complaint filed with both the EEOC and the State of Idaho (38C-2018-00281 & A-0318-359) alleging age discrimination. Status: pending

Michael Siegwald v. Verizon Wireless- 3/14/2018-Complaint filed with the EEOC (471-2018-01065) alleging disability discrimination and retaliation. Status: Closed 2018

Gary Lowe v. Verizon Wireless- 3/26/2018- Complaint filed with the EEOC (532-2018-01261) alleging age discrimination. Status: Closed 2018

Christian B. Backus v. Verizon Wireless- 3/12/2018- Complaint filed with both the EEOC and Howard County Office of Human Rights (531-2018-00402) alleging race and sex discrimination. Status: Closed 2019

Yasento Labor-Koroma, v. Verizon Wireless- 3/20/2018- Complaint filed with the EEOC (570-2018-001543) alleging race, color, sex, national origin, and disability discrimination and retaliation. Status: Closed 2018



Nain Ramos v. Verizon Wireless- 3/14/2018- Complaint filed with both the EEOC and the California Department of Fair Employment and Housing (37A-2018-01653-C & 201801-00802516) alleging retaliation. Status: Closed 2018

John Rios v. Verizon Wireless- 3/15/2018- Complaint filed with the EEOC (420-2018-00852) alleging disability discrimination. Status: Closed 2018

Jarion Manning v. Verizon Wireless- 1/24/2018- Complaint filed with the EEOC (433-2018-00913) alleging race discrimination. Status: Closed 2018

Imelda Baeza, v. Verizon Wireless- 3/08/2018- Complaint filed with the EEOC (453-2018-00807) alleging disability discrimination and retaliation. Status: Closed 2018

LaBarbara Brown v. Verizon Wireless- 3/01/2018- Complaint filed with the EEOC (430-2018-01353) alleging disability discrimination and retaliation. Status: pending

Kelby Murray v. Verizon Wireless- 2/23/2018- Complaint was filed with both the EEOC and the Human Rights Commission of the State of Kansas (28D-2018-00293 & 39848-18) alleging disability discrimination and retaliation. Status: Closed 2019

Mercedes Cunningham v. Verizon Wireless – 12/18/2017- Complaint was filed with the EEOC (436-2018-00254) alleging race and sex discrimination. Status: Closed

Shalena Bratcher v. Verizon Wireless – 2/5/2018- Complaint was filed with the EEOC (530-2018-01990) alleging race and sex discrimination and retaliation. Status: Closed 2018

Michael Malesky v. Verizon Wireless – 2/5/2018 Complaint was filed with the EEOC (530-2018-01993) alleging sex discrimination and retaliation. Status: Closed 2018

Norma Castillo v. Verizon Wireless – 1/8/2018 - Complaint was filed with both the EEOC and the Human Rights Commission of the State of New Mexico (39B-2018-00184 & HRB # 18-01-08-0021) alleging sex discrimination and retaliation. Status: Closed 2018

Alba Huerta v. Verizon Wireless – 2/8/2018 - Complaint was filed with both the EEOC and the Human Rights Commission of the State of New Mexico (39B-2018-00696 & HRB#18-01-31-0031) alleging sex discrimination. Status: Closed 2018

Jeffery Stephens v. Verizon Wireless – 1/12/18 - Complaint was filed with the EEOC (450-2017-01082) alleging age discrimination. Status: pending

Detrisse Hart v. Verizon Wireless – 1/30/2018 Complaint was filed with the EEOC (494-2018-00441) alleging disability discrimination. Status: Closed 2018

Jerome Carmichael v. Verizon Wireless – 11/28/2017 Complaint was filed with both the EEOC and State of Tennessee (24A-2018-00083C & THRC# 3-012-18) alleging race and color discrimination and retaliation. Status: Closed 2018

Flora Nuses v. Verizon Wireless – 1/17/2018 Complaint was filed with the EEOC (440-2018-02487) alleging sex discrimination and retaliation. Status: Closed 2018

Bridget Holmes-Mergucz v. Verizon Wireless – 2/1/2018 Complaint was filed with the EEOC (524-2018-00518) alleging disability discrimination and retaliation. Status: Closed 2018

Sara Gardea v. Verizon Wireless – 10/27/2017 Complaint was filed with the EEOC (453-2018-00121) alleging disability discrimination. Status: pending

Kyle Maier v. Verizon Wireless – 11/30/2017 Complaint was filed with both the EEOC and the State of NY (16GB800908 & 10191598) alleging race, color, sex, and age discrimination. Status: Closed 2018

Stephanie Buis v. Verizon Wireless – 12/07/2017 Complaint was filed with the EEOC (510-2018-00813) alleging disability discrimination and retaliation. Status: Closed 2018

Betty Mackey v. Verizon Wireless – 11/13/2017 Complaint was filed with the EEOC (436-2018-00191) alleging disability discrimination and retaliation. Status: Closed 2018

Kevin Desruisseaux v. Verizon Wireless – 9/6/2017 Complaint was filed with the EEOC (511-2017-02746) alleging disability discrimination. Status: Closed 2018

Michael Jenkins v. Verizon Wireless – 10/12/2017 Complaint was filed with the EEOC (430-2018-00072) alleging race and sex discrimination and retaliation. Status: Closed 2018

Carol Bourdreau v. Verizon Wireless – 10/4/2017 Complaint was filed with the EEOC (440-2018-00079) alleging age, sex and disability discrimination. Status: Closed 2018

Matthew Stotesbury v. Verizon Wireless – 10/5/2017 Complaint was filed with the EEOC (430-2018-00011) alleging sex and disability discrimination and retaliation. Status: Closed 2018

Jasmine Hairston v. Verizon Wireless – 9/27/2017 Complaint was filed with the EEOC (410-2017-06360) alleging disability discrimination. Status: pending

Amanda Maize v. Verizon Wireless – 9/27/2017 Complaint was filed with the EEOC (521-2017-01681) alleging disability discrimination and retaliation. Status: Closed 2018

Kimberly Clark v. Verizon Wireless – 8/21/2017 Complaint was filed with the EEOC (543-2017-01041) alleging disability discrimination. Status: pending

Kareena Forte v. Verizon Wireless – 9/6/2017 Complaint was filed with the EEOC (540-2017-03191) alleging race and sex discrimination and retaliation. Status: pending

Bryce Morton v. Verizon Wireless – 8/28/2017 Complaint was filed with the EEOC (486-2017-00372) alleging race and sex discrimination. Status: Closed 2018

Michael (Peele) Hatfield v. Verizon Wireless – 8/15/2017 Complaint was filed with the EEOC (435-2017-00765) alleging sex discrimination. Status: Closed 2018

Daly Gedanic v. Verizon Wireless – 8/14/2017 Complaint was filed with both the EEOC and NM HRD (39B-2017-01986 & 17-08-04-0253) alleging sex and age discrimination. Status: no action required

Scott Desrochers v. Verizon Wireless – 8/2/2017 Complaint was filed with both the EEOC and SHAC (14C-2017-00779 & 3-17-111A) alleging age discrimination. Status: pending

Bridget Peaco v. Verizon Wireless – 8/3/2017 Complaint was filed with the EEOC (450-2017-02153) alleging race discrimination and retaliation. Status: Closed 2018

Erika Orrantia v. Verizon Wireless – 7/10/2017 Complaint was filed with the EEOC (543-2017-00830) alleging sex and disability discrimination. Status: Closed 2018

Tiffany Howell v. Verizon Wireless – 8/2/2017 Complaint was filed with both the EEOC and SHAC (415-2017-00787) alleging sex discrimination and retaliation. Status: no action required

Cindy Navarino v. Verizon Wireless – 7/28/2017 Complaint was filed with both the EEOC and SHAC (430-2017-1954) alleging age and sex discrimination. Status: pending

Mamie Taylor v. Verizon Wireless – 7/18/2017 Complaint was filed with both the State of Ohio and EEOC (COL71(45328) 07032107 & 22A-2017-02865C) alleging race discrimination and retaliation. Status: pending

Jamal Johnson v. Verizon Wireless – 6/28/2017 Complaint filed with the EEOC (533-2017-01007) alleging disability discrimination. Status: Closed 2019

Rhonda Bennett v. Verizon Wireless – 5/24/2017 Complaint filed with both the State of Ohio and EEOC (COL 71 (45173) 05012017 & 22A-2017-02362C) alleging race and sex discrimination. Status: Pending

Melissa Thaler v. Verizon Wireless – 5/30/2017 Complaint filed with the State of California (795473-288911) alleging disability discrimination. Status: pending

Diana Vivirito v. Verizon Wireless – 5/30/2017 Complaint filed with the EEOC (440-2017-03919) alleging race and age discrimination. Status: pending

Tamieka Durant v. Verizon Wireless – 5/22/2017 Complaint filed with the EEOC (555-2017-00738) alleging race discrimination. Status: no action required

Shawn Hayden v. Verizon Wireless – 3/12/2017 Complaint filed with the EEOC (460-2017-01884) alleging race discrimination and retaliation. Status: Closed 2018

Aurio Grayson v. Verizon Wireless – 5/4/2017 Complaint filed with the State of Illinois (2017CF2337) alleging race and sex discrimination. Status: Closed 2018

Vontisha Flood v. Verizon Wireless – 4/10/2017 Complaint filed with both the EEOC and NJ Division on Civil Rights (570-2017-01165) alleging race and color discrimination and retaliation. Status: Closed 2018

Audra Graves v. Verizon Wireless – 4/5/2017 Complaint was filed with both the EEOC and the Commonwealth of PA (17F201760488 and 201601319) alleging sex discrimination. Status: pending

Estrella Matthews v. Verizon Wireless – 1/9/2017 Complaint was filed the EEOC (410-2017-01727) alleging race, sex and age discrimination. Status: Closed 2018

Lori Kline v. Verizon Wireless – 1/24/2017 Complaint was filed with the EEOC (550-2017-00341) alleging age discrimination. Status: no action required

Carlos Vargas v. Verizon Wireless – 1/26/2017 Complaint was filed with both the EEOC and the Texas Workforce Commission on Civil Rights (451-2017-00721) alleging age and disability discrimination and retaliation. Status: pending

Carl Thymes v. Verizon Wireless – 1/4/2017 Complaint was filed with both the EEOC and the New Mexico Dept. of Workforce Solutions (543-2017-00262) alleging race and disability discrimination and retaliation. Status: pending

Marcus Cox v. Verizon Wireless – 11/16/2016 Complaint was filed with the EEOC (510-2017-00617) alleging race and disability discrimination and retaliation. Status: pending

Apphia Davis v. Verizon Wireless – 10/31/2016 Complaint was filed with both the EEOC and the State of Texas (460-2016-04134) alleging race discrimination and retaliation. Status: Closed 2018

Gwendolyn Harris-Attitsogbui v. Verizon Wireless – Complaint was filed the EEOC (436-2017-00130) alleging disability discrimination and retaliation. Status: pending

Crystal Gary v. Verizon Wireless – 11/8/2016 Complaint was filed with the EEOC (846-2017-02239) alleging race and color discrimination and retaliation. Status: pending

Kristi Puterbaugh v. Verizon Wireless – 8/10/2016 Complaint filed with the EEOC (530-2015-04311) alleging disability discrimination. Status: pending

Priyanka Gupta v. Verizon Wireless – 7/22/2016 Complaint filed with the EEOC (450-2016-03625) alleging race, sex, and national origin discrimination and retaliation. Status: pending

Carlee Griffin v. Verizon Wireless – 9/6/2016 Complaint filed with the EEOC (451-2016-02822) alleging retaliation. Status: Closed 2018

Jennifer Hancock v. Verizon Wireless – 5/12/2016 Complaint filed with the EEOC (410-2016-03880) alleging race and age discrimination. Status: pending

Anna Valens v. Verizon Wireless – 6/13/16 Complaint filed with the EEOC (555-2016-00789) alleging race, sex, national origin and disability discrimination and retaliation. Status: pending

John Saunders v. Verizon Wireless – 4/13/15 Complaint filed with the EEOC (410-2015-02974) alleging disability discrimination. Status: pending

Nicaise Dogbo v. Verizon Wireless – 4/7/15 Complaint filed with both the EEOC and California DFE&H (550-2015-00576) alleging disability discrimination. Status: pending

Christiane Sargent v. Verizon Wireless – 5/11/15 Complaint filed with the EEOC (530-2015-02690) alleging age discrimination. Status: pending

Carl G. Thymes v. Verizon Wireless – 5/19/15 Complaint filed with the EEOC (543-2015-00768) alleging race and color discrimination and retaliation. Status: pending

Justin Berrios v. Verizon Wireless – 6/18/15 Complaint filed with the EEOC (846-2015-24571) alleging race, sex and national origin discrimination. Status no action required

Darmaine Davis v. Verizon Wireless – 6/23/15 Complaint filed with the EEOC (564-2015-00672) alleging race discrimination and retaliation. Status: pending

Patricia Garrett v. Verizon Wireless – 7/1/15 Complaint filed with the EEOC (410-2015-04577) alleging retaliation. Status: no action required

Jesenia Lopez-Pasillas v. Verizon Wireless – 8/29/15 Complaint filed with both the EEOC and UALD (35C-2015-00437 & B5-0437) alleging sex, national origin and disability discrimination and retaliation. Status: pending

Kristi Puterbaugh v. Verizon Wireless – 8/17/15 Complaint filed with both the EEOC and Pennsylvania Human Rights Commission (no number provided) alleging disability discrimination. Status: pending

Kathy Williams v. Verizon Wireless – 8/24/2015 Complaint filed with the EEOC (420-2015-02601) alleging race discrimination and retaliation. Status: pending

Lori Colca v. Verizon Wireless – 9/9/2015 Complaint filed with both the EEOC and MCAD (no number provided) alleging sex and disability discrimination. Status: Closed 2018

Shaniqua Woods v. Verizon Wireless – 9/3/2015 Complaint filed with the EEOC (430-2015-02069) alleging disability discrimination. Status: pending

Margo Mills v. Verizon Wireless – 9/25/2015 Complaint filed with the EEOC (420-2015-02932) alleging race discrimination and retaliation. Status: pending

Carlos Austin v. Verizon Wireless – 10/13/2015 Complaint filed with the EEOC (540-2016-00113) alleging age discrimination. Status: pending

Onika Brown v. Verizon Wireless – 10/25/2015 Complaint filed with the EEOC (440-2015-07286) alleging race discrimination. Status: pending

Alison Byars v. Verizon Wireless – 7/8/2015 Complaint filed with the State of Alaska (ASCHR No. J-15-199) alleging sex discrimination. Status: pending

Charlmer Saint Charles v. Verizon Wireless – 11/25/2015 Complaint filed with the EEOC (511-20156-00400) alleging disability discrimination and retaliation. Status: pending

Matthew McNeece v. Verizon Wireless – 11/20/2015 Complaint filed with the EEOC (470-2016-00541) alleging retaliation. Status: pending

Maudina Mensha-Kane v. Verizon Wireless – 2/5/2016 Complaint filed with the EEOC (511-2016-00720) alleging race and national origin discrimination. Status: pending

Fay Huling v. Verizon Wireless – 1/11/2016 Complaint filed with the EEOC and MDHR (444-2016-00443 and 65992) alleging disability discrimination and retaliation. Status: pending

Laura Erwin v. Verizon Wireless – 2/16/2016 Complaint filed with the EEOC (494-2016-00559) alleging sex and age discrimination. Status: pending

Tracie King v. Verizon Wireless – 4/6/16 Complaint filed with the EEOC (540-2016-01655) alleging race discrimination and retaliation. Status: pending

Tanya Norfles v. Verizon Wireless – 5/9/2014 Complaint filed with the EEOC (555-2014-00673 alleging race, sex, religious, national origin, age discrimination and retaliation. Status: pending

Edward Green v. Verizon Wireless – 6/23/2014 Complaint filed with the EEOC and CHRO (16A-2014-01290 and 1430553) alleging disability discrimination and retaliation. Status: pending

Audrey Watson v. Verizon Wireless – 7/7/2014 Complaint filed with the EEOC (533-2014-01026) alleging age, disability discrimination and retaliation. Status: pending

Keisha Johnson v. Verizon Wireless – 7/16/2014 Complaint filed with the EEOC (494-2014-01635) alleging disability discrimination. Status: pending

Daniel Moore v. Verizon Wireless – 8/6/2014 Complaint filed with the EEOC and Howard County Office of Human Rights (12E-2014-00035 and 14-08-050) alleging sex and sexual orientation discrimination. Status: pending

Gina M. Ortega v. Verizon Wireless – 8/7/2014 Complaint filed with the EEOC (453-2014-01019) alleging disability discrimination. Status: pending

Joseph Meyer v. Verizon Wireless – 8/28/2014 Complaint filed with the EEOC (35C-2014-00492) alleging race, age discrimination and retaliation. Status: pending

Natasha E. Smith v. Verizon Wireless – 9/19/2014 Complaint filed with the EEOC (531-2014-02422) alleging disability discrimination and retaliation. Status: pending

Jennifer Homan v. Verizon Wireless – 10/24/2014 Complaint filed with the EEOC (493-2015-00093) alleging race and disability discrimination. Status: pending

Linda Reed v. Verizon Wireless – 2/5/2015 Complaint filed with The EEOC (436-2015-00339) alleging age and disability discrimination. Status: Closed 2019

Joseph Turnes v. Verizon Wireless – 2/23/2015 Complaint filed with the EEOC (420-2015-01046) alleging race and age discrimination. Status: pending

Ana Khan v. Verizon Wireless – 2/27/2015 Complaint filed with the EEOC and the Texas Workforce Commission (460-2015-01643) alleging age and disability discrimination. Status: pending

Dora Orozco Valdez v. Verizon Wireless – 3/2/2015 Complaint filed with the EEOC and the Tennessee Human Rights Commission (494-2015-00732) alleging race, sex, national origin discrimination and retaliation. Status: pending

Gwendolyn Passmore v. Verizon Wireless – 3/19/2015 Complaint filed with the EEOC (420-2015-01312) alleging disability discrimination. Status: pending

Alexia Brown-Brooks v. Verizon Wireless – 3/27/2015 Complaint filed with the EEOC (433-2015-01003) alleging disability discrimination. Status: pending

Kaycie Tuller v. Verizon Wireless – 4/15/2014 Complaint filed with the EEOC (No.532-2014-01163) alleging retaliation and disability discrimination. Status: pending

Cary Young v. Verizon Wireless – 4/28/2014 Complaint filed with the EEOC (No.555-2014-00671) alleging disability discrimination. Status: Closed 2018

Amber McDaniel v. Verizon Wireless – 4/7/2014 Complaint filed with the EEOC (No.532-2014-00634) alleging sex discrimination. Status: pending

Al Bilgischer v. Verizon Wireless – 3/6/2014 Complaint filed with the EEOC (No.846-2014-11280) alleging retaliation and disability discrimination. Status: pending

Latrice Massey v. Verizon Wireless – 3/7/2014 Complaint filed with the EEOC (No.494-2014-00817) alleging disability discrimination. Status: pending

Gwendolyn Linton-Evans v. Verizon Wireless – 3/4/2014 Complaint filed with the EEOC (No.846-2013-45660) alleging race and age discrimination. Status: pending

Shawna Stanford v. Verizon Wireless – 1/27/2014 Complaint filed with the EEOC (No.420-2014-00986) alleging race discrimination. Status: pending



Jose Curiel v. Verizon Wireless – 2/7/2014 Complaint filed with the EEOC (No.540-2014-01175) alleging disability and sex discrimination. Status: pending

Terry T. Jackson v. Verizon Wireless – 4/17/2014 Complaint filed with the EEOC (No.493-2014-02760) alleging disability discrimination. Status: pending

Vanessa Brown v. Verizon Wireless – 3/28/2014 Complaint filed with the EEOC (No.555-2014-00567) alleging disability discrimination and retaliation. Status: pending

Thomas Harris v. Verizon Wireless – 3/13/2014 Complaint filed with the EEOC (No.540-2014-01281) alleging disability discrimination. Status: pending

Chris Scritchfield v. Verizon Wireless – 4/22/2014 Complaint filed with the EEOC (No.493-2014-00813) alleging disability discrimination. Status: Closed 2018

Michael Torregiante v. Verizon Wireless – 4/4/2014 Complaint filed with the EEOC (No.511-2014-01355) alleging disability discrimination. Status: pending

James O. Warner v. Verizon Wireless – 4/15/2014 Complaint filed with the EEOC (No.531-2014-01281) alleging retaliation and discrimination (race, sex and disability). Status: pending

Dawn Hambrick v. Verizon Wireless – 3/27/2014 Complaint filed with the EEOC (No.493-2014-00706) alleging disability discrimination. Status: pending

Melissa Cherevka v. Verizon Wireless – 10/3/2013 Complaint filed with the EEOC (No.533 -2013-01458) alleging retaliation and sex discrimination. Status: pending

Melissa Cherevka v. Verizon Wireless – 4/14/2014 Complaint filed with the EEOC (No.533 -2014-00696) alleging retaliation and sex discrimination. Status: pending

Melissa Cherevka v. Verizon Wireless – 9/5/2013 Complaint filed with the EEOC (No.533 -2013-01044) alleging retaliation and sex discrimination. Status: Closed 2018

Paula Van Auken v. Verizon Wireless – 12/27/2013 Complaint filed with the EEOC (No.473-2014-00298) alleging retaliation and discrimination (disability, sex and national origin). Status: pending

Kimberly Hogue v. Verizon Wireless – 6/4/2013 Complaint filed with the EEOC (No.471-2013-01962) alleging disability, age and sex discrimination. Status: pending

Edward Hoffman v. Verizon Wireless – 5/15/2013 Complaint filed with the EEOC (No.425-2013-00677) alleging age discrimination. Status: pending

Angela Andresen v. Verizon Wireless – 5/22/2013 Complaint filed with the EEOC (No.543-2013-00722) alleging discrimination (race, color, sex, and religion) and retaliation. Status: pending

Shawna Linquist v. Verizon Wireless – 5/30/2013 Complaint filed with the EEOC (No.846-2013-22205) alleging retaliation and disability discrimination. Status: pending

Linda Addley v. Verizon Wireless – 5/30/2013 Complaint filed with the NYSDHR (No.10162313) alleging retaliation and disability discrimination. Status: pending

Danny Bracho v. Verizon Wireless – 6/17/2013 Complaint filed with the NYSDHR (No.10162686) alleging retaliation and sexual orientation discrimination. Status: pending

Tina Smith v. Verizon Wireless – 6/10/2013 Complaint filed with the IDHR (No.2013CF3310) alleging race discrimination. Status: pending

Charlene Dozier v. Verizon Wireless – 9/23/2013 Complaint filed with the CHRO (No.1430118) alleging retaliation and discrimination (race and religion). Status: pending

Tom Cisper v. Verizon Wireless – 12/17/2013 Complaint filed with the EEOC (No.556-2014-00109) alleging retaliation and disability discrimination. Status: Closed 2018

Jennifer Schneeberger v. Verizon Wireless – 11/4/2013 Complaint filed with the EEOC (No.410-2014-00031) alleging retaliation and sex discrimination. Status: pending

Craig Shaw v. Verizon Wireless –1/3/2014 Complaint filed with the EEOC and WSHRC (Nos. 551-2013-01391 and 17ED-0342-13-4) alleging disability discrimination. Status: pending

Christopher Epstein v. Verizon Wireless –2/28/2014 Complaint filed with the EEOC and ILDHR (Nos. 21BA40982 and 2014CF2108) alleging disability discrimination. Status: pending

Zenothia Roberts v. Verizon Wireless – 9/25/2013 Complaint filed with the EEOC (No.540-2013-02921) alleging retaliation and disability discrimination. Status: Closed 2018

Michael Frymire v. Verizon Wireless – 6/21/2013 Complaint filed with the EEOC (No.540-2013-02473) alleging retaliation and disability discrimination. Status: pending

Michelle Cisco v. Verizon Wireless – 6/19/2013 Complaint filed with the EEOC (No.410-2013-01595) alleging retaliation and discrimination (race and disability). Status: pending

John Staskowicz v. Verizon Wireless - 5/10/2013 Complaint filed with the EEOC (No. 533-2013-00926) alleging discrimination (race, sex, and age) and retaliation. Status: pending

Meredith Whitaker v. Verizon Wireless - 8/7/2013 Complaint filed with the EEOC (No. 540-2013-01957) alleging disability discrimination. Status: pending

Thomas Cooper v. Verizon Wireless - 9/9/2013 Complaint filed with the EEOC (No.470-2013-03084) alleging age discrimination. Status: pending

Luis Campos v. Verizon Wireless - 8/2/2013 Complaint filed with the EEOC (No. 493-2013-01306) alleging retaliation and national origin discrimination. Status: pending

Eliett Menendez v. Verizon Wireless – 3/27/2013 Complaint filed with the EEOC (No.511-2013-01468) alleging disability discrimination and retaliation. Status: pending

Valerie Johnstone v. Verizon Wireless – 4/18/2013 Complaint filed with the EEOC (No.540-2013-01528) alleging disability discrimination. Status: pending

Melissa Cherevka v. Verizon Wireless – 4/24/2013 Complaint filed with the EEOC (No.533-2013-00648) alleging retaliation and sex discrimination. Status: pending

Felicia Johnson v. Verizon Wireless – 1/28/2013 Complaint filed with the EEOC (No.510-2013-01355) alleging sex and race discrimination. Status: pending

Joanne Grant v. Verizon Wireless – 2/14/2013 Complaint filed with the EEOC (No.551-2013-00209) alleging disability discrimination. Status: pending

Emory Davis v. Verizon Wireless – 1/8/2013 Complaint filed with the EEOC (No.410 -2013-01680) alleging age discrimination. Status: pending

Wesley Vann v. Verizon Wireless – 5/29/2012 Complaint filed with the EEOC (No.410-2012-04059) alleging sex and race discrimination. Status: pending

David King v. Verizon Wireless – 6/11/2012 Complaint filed with the NEOC (No.1/11/126-43204RS) alleging retaliation and discrimination (color and race). Status: pending

David King v. Verizon Wireless – 8/28/2012 Complaint filed with the NEOC (No.1-12/13-8-43315-RS) alleging retaliation and discrimination (color and race). Status: pending

Carmen Cadwell v. Verizon Wireless – 6/22/2012 Complaint filed with the EEOC (No.460 -2012-02781) alleging retaliation and sex discrimination. Status: pending

William Brown v. Verizon Wireless – 9/21/2012 Complaint filed with the DFEH (No.31446-15606) alleging age and race discrimination. Status: pending

Suzanne Murray v. Verizon Wireless – 9/5/2012 Complaint filed with the EEOC (No.494-2012-02212) alleging retaliation and race discrimination. Status: pending

Marc Chambers v. Verizon Wireless – 9/25/2012 Complaint filed with the EEOC (No.440-2012-05722) alleging retaliation and disability discrimination. Status: pending

Christopher Hall v. Verizon Wireless – 11/2/2012 Complaint filed with the EEOC (No.846-2012-54937) alleging retaliation and discrimination (sex and disability). Status: pending

Sarah Jane Brady v. Verizon Wireless – 10/28/2012 Complaint filed with the NEEOC (No.2-12/13-10-43375) alleging retaliation and discrimination (age and disability). Status: pending

James Rounds v. Verizon Wireless – 10/2/2012 Complaint filed with the EEOC (No.438-2013-00178) alleging sex discrimination. Status: pending

Roy Sims v. Verizon Wireless – 12/14/2012 Complaint filed with the EEOC (No.556-2013-00116) alleging disability discrimination. Status: pending

Lawrence Ellis v. Verizon Wireless – 10/4/2012 Complaint filed with the EEOC (No.480-2013-00062) alleging retaliation and discrimination (age and disability). Status: pending

Evelyn Garcia v. Verizon Wireless – 12/4/2012 Complaint filed with the EEOC (No.541-2013-00427) alleging disability discrimination. Status: pending

William Walther v. Verizon Wireless – 3/9/2012 Complaint filed with the MNDHR (No.59615) alleging sex and sexual orientation discrimination. Status: pending

Mark Swartout v. Verizon Wireless – 3/7/2012 Complaint filed with the MNDHR (No.59610) alleging sex and sexual orientation discrimination. Status: pending

Michael Corcoran v. Verizon Wireless – 2/7/2012 Complaint filed with the EEOC (No.530-2012-01241) alleging retaliation. Status: pending

Yolanda Perez v. Verizon Wireless – 2/9/2012 Complaint filed with the EEOC (No.511-2012-00904) alleging disability discrimination. Status: pending

Shirley Langley v. Verizon Wireless – 2/10/2012 Complaint filed with the EEOC (No.511-2012-02095) alleging disability discrimination. Status: pending

Roland Blais v. Verizon Wireless – 1/25/2012 Complaint filed with the EEOC (No.423-2011-02168) alleging disability discrimination. Status: pending

Karolina Knox v. Verizon Wireless – 12/12/2011 Complaint filed with the DFEH and EEOC (No.E201112E0576-00-fe and 37AB209840) alleging race and sex discrimination. Status: pending

Tashara Nelson v. Verizon Wireless - 12/15/11 Complaint filed with the EEOC (No. 473-2012-00249) alleging discrimination (disability and race) and retaliation. Status: pending

Monique Shadrack-Davis v. Verizon Wireless - 3/8/12 Complaint filed with the EEOC (No. 846-2012-09102) alleging discrimination (disability, sex, and race) and retaliation. Status: pending

Christopher Burkeen v. Verizon Wireless - 12/1/11 Complaint filed with the EEOC (No. 494-2012-00270) alleging sex discrimination. Status: pending

Charese Burton v. Verizon Wireless - 12/29/11 Complaint filed with the EEOC (No. 846-2012-03972) alleging discrimination (race and sex) and retaliation. Status: pending

Muhammad Alansari v. Verizon Wireless - 10/13/11 Complaint filed with the EEOC (No. 440-2012-00054) alleging national origin discrimination. Status: pending

Lisa Marioti v. Verizon Wireless - 12/29/11 Complaint filed with the EEOC (No. 532-2011-01886) alleging disability discrimination. Status: pending

Clark Harvey v. Verizon Wireless - 9/22/11 Complaint filed with the EEOC (No. 461-2011-01891) alleging disability discrimination and retaliation. Status: pending

Bryan Couch v. Verizon Wireless - 9/1/11 Complaint filed with the SHAC (No. 3-11-213D) alleging disability discrimination. Status: pending

Stephanie Thor v. Verizon Wireless – 5/16/11 Complaint filed with the DFEH (No. 37AB106381) alleging disability discrimination. Status: pending

Debra Owens v. Verizon Wireless – 6/15/11 Complaint filed with the EEOC (No.433-2011-02357) alleging discrimination (race and sex) and retaliation. Status: pending

Rebecca Chilson v. Verizon Wireless – 8/15/11 Complaint filed with the EEOC (No.22A-2011-03438) alleging disability discrimination. Status: pending

Muhammad Norton v. Verizon Wireless - 8/12/11 Complaint filed with the EEOC (No. 425-2011-00851) alleging race and sex discrimination. Status: pending

Joshua Kraitz v. Verizon Wireless - 4/5/11 Complaint filed with the EEOC (No. 530-2011-00823) alleging disability discrimination. Status: pending

Sherece Stroble v. Verizon Wireless - 12/17/10 Complaint filed with the EEOC (No. 410-2011-01094) alleging retaliation and discrimination (race and sex). Status: pending

Jacquelyn Thomas v. Verizon Wireless - 3/30/11 Complaint filed with the EEOC (No. 410-2011-02269) alleging race and sex discrimination. Status: pending

Cassandra Reaves v. Verizon Wireless - 3/11/11 Complaint filed with the EEOC (No. 410-2011-02029) alleging retaliation and discrimination (race and disability). Status: pending

Jennifer Nichols v. Verizon Wireless - 3/2/11 Complaint filed with the EEOC (No. 540-2011-01192) alleging sex discrimination. Status: pending

Meighan Cole v. Verizon Wireless - 2/4/11 Complaint filed with the EEOC (No. 846-2011-26128) alleging retaliation and discrimination (disability). Status: pending

Janet Doumat v. Verizon Wireless - 1/4/11 Complaint filed with the EEOC (No. 555-2011-00230) alleging unknown discrimination. Status: pending

Janet Doumat v. Verizon Wireless - 6/4/10 Complaint filed with the EEOC (No. 846-2010-50442) alleging retaliation and discrimination (age and disability). Status: pending

Shakyra Edwards v. Verizon Wireless - 11/12/10 Complaint filed with the EEOC (No. 524-2010-01072) alleging sex discrimination. Status: pending

Camilo Colina v. Verizon Wireless - 2/10/10 Complaint filed with the EEOC (No. 511-2010-01109) alleging sex discrimination and retaliation. Status: pending

Garville Rodriguez-Prado v. Verizon Wireless - 2/10/10 Complaint filed with the EEOC (No. 511-2010-01102) alleging sex discrimination and retaliation. Status: pending

Giannino Lucas v. Verizon Wireless - 2/10/10 Complaint filed with the EEOC (No. 511-2010-01103) alleging sex discrimination and retaliation. Status: pending

Mark Pattison v. Verizon Wireless – 12/2/10 Complaint filed with the EEOC (No. 410-2011-00791) alleging retaliation and discrimination (race). Status: pending

Shannon Kraycs v. Verizon Wireless – 10/12/10 Complaint filed with the EEOC (No. 471-2010-03249) alleging sex and age discrimination. Status: pending

Stephanie Gonzalez v. Verizon Wireless – 8/4/10 Complaint filed with the DFEH (No.E201011H0118-00p) alleging disability discrimination. Status: pending

Desiree Conder v. Verizon Wireless – 8/4/10 Complaint filed with the UTLC (No.B0-0577) alleging sex discrimination and retaliation. Status: pending

Sandra Adu-Akumatey v. Verizon Wireless – 6/22/10 Complaint filed with the UALD (No.B0-0491) alleging disability discrimination and retaliation. Status: pending

Travis Williams v. Verizon Wireless - 4/21/10 Complaint filed with the EEOC (No. 415-2010-00533) alleging disability discrimination. Status: pending

Pamela Collins v. Verizon Wireless - 3/4/10 Complaint filed with the EEOC (No. 846-2010-01140) alleging race discrimination. Status: pending

Should you have any questions, please contact the undersigned.

Sincerely,

A handwritten signature in black ink, reading "Andre J. Lachance". The signature is written in a cursive, flowing style with a large initial 'A'.

## COMMON CARRIER ANNUAL EMPLOYMENT REPORT

[Please read instructions before completing and for Notice regarding public burden.]

## SECTION I - General Information

## 1. Name and Mailing Address of Respondent

Cellco Partnership d/b/a Verizon Wireless  
One Verizon Way  
Basking Ridge, NJ 07920☐ Check here if this  
is a change of  
address.

## 2. Year Report Filed

2019

3. Reporting Period (Ending Date of Pay  
Period Covered by Report)

4-30-2019

4. Number of Full-Time Employees during Selected  
Reporting Period (check one):

- a.
- ☐
- Fewer than 16 (complete Sections I, IV, and V only)
- 
- b.
- ☒
- 16 or more (complete all sections)

## SECTION II - Full-Time Employees.

Job Categories		Number of Employees (Report employees in only one category)																Total Columns A - N
		Hispanic or Latino		Race/Ethnicity														
				Not-Hispanic or Latino								Hispanic or Latino						
				Male								Female						
Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races					
Executive/Senior Level Officials and Managers	1.1	5	2	30	2	0	1	0	10	4	0	3	0	1	58			
First/Mid-Level Officials and Managers	1.2	1,131	605	4,307	1,015	40	593	30	211	2,086	866	12	259	13	126	11,294		
Professionals	2	335	235	2,150	346	12	868	12	63	1,250	488	10	402	6	71	6,248		
Technicians	3	328	55	2,043	335	22	256	20	78	316	101	4	108	3	18	3,687		
Sales Workers	4	2,723	1,305	6,436	2,395	65	535	59	499	2,698	1,191	41	171	30	273	18,421		
Administrative Support Workers	5	1,035	1,065	1,902	1,624	15	81	28	204	2,405	4,467	29	88	41	394	13,378		
Craft Workers	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Operatives	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Laborers and Helpers	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Service Workers	9	1	0	6	1	0	0	0	0	18	0	0	0	1	0	27		
TOTAL	10	5,558	3,267	16,874	5,718	154	2,334	149	1,055	8,783	7,117	96	1,031	94	883	53,113		
PREVIOUS YEAR TOTAL	11	6,041	3,416	19,980	6,410	184	2,688	184	1,164	10,368	7,889	103	1,145	104	900	60,576		



## SECTION III - Part-Time Employees.

Job Categories		Number of Employees (Report employees in only one category)															
		Race/Ethnicity															
		Hispanic or Latino		Not-Hispanic or Latino													Total Columns A - N
				Male						Female							
Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races				
Executive/Senior Level Officials and Managers	1.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
First/Mid-Level Officials and Managers	1.2	0	0	0	0	0	0	0	0	5	0	0	0	0	5		
Professionals	2	0	0	0	0	0	0	0	0	0	0	1	0	0	1		
Technicians	3	1	0	0	1	0	0	0	0	0	0	0	0	0	2		
Sales Workers	4	117	90	95	46	8	37	3	25	87	32	0	17	2	572		
Administrative Support Workers	5	3	9	3	4	0	0	0	1	14	20	0	1	1	62		
Craft Workers	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Operatives	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Laborers and Helpers	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Service Workers	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL	10	121	99	98	51	8	37	3	26	106	52	0	19	3	642		
PREVIOUS YEAR TOTAL	11	102	71	104	42	5	34	1	21	132	48	2	15	0	591		

## SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.

☐ This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.

☒ This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company. (Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition)

## SECTION V - Certification

I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.

Date	Typed or Printed Name of Person Signing	Signature	Telephone No.
05/22/2019	Rehana Iqbal	<i>Rehana Iqbal</i>	(908) 559-1807
Title of Person Signing		WILLFULY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (AX1) AND/OR FORFEITURE (47 U.S.C. 503).	
Senior Manager- Affirmative Action/EEO			

**Cellco Partnership d/b/a Verizon Wireless**

**AFFIRMATIVE ACTION PROGRAM  
FOR MINORITIES AND WOMEN**

One Verizon Way, Basking Ridge, NJ

Senior Vice President – Human Resources:  
Alan Gardner

AAP/EEO Coordinator:  
Natasha W. Campbell, Director – HR Compliance

This affirmative action program covers the period from:  
January 1, 2019 through December 31, 2019

The Restricted and proprietary information  
Contained herein is for use solely by authorized employees of Verizon  
and its subsidiaries with a need to know and should not be disclosed to others.

## **PREFACE**

Cellco Partnership d/b/a Verizon Wireless (“Verizon Wireless” or “Company”) is committed to equal employment opportunity and takes affirmative action to employ and advance in employment qualified women and minorities. When preparing this Affirmative Action Program (AAP), Verizon Wireless was guided by Executive Order 11246, its implementing regulations, and the Company’s established Equal Employment Opportunity/Affirmative Action policy (“EEO/AA Policy”). Nothing in this AAP or its exhibits should be construed as an admission that the Company has contravened any federal, state, or local law.

While the Company disseminates its EEO/AA Policy, communicates its obligation to engage in affirmative action efforts to employ and advance in employment women and minorities, this AAP remains a Company proprietary document. If this AAP is submitted to the Office of Federal Contract Compliance Programs (OFCCP), pursuant to 41 C.F.R. § 60-2.10, it is to be considered confidential and not subject to disclosure, removal from the premises, or copying/reproduction without notifying and providing the Company ample time to contest.

In the preparation of this Affirmative Action Plan (“AAP” or the “Plan”), the terminology in Executive Order 11246 has been used as a guide by the Company. Therefore, the use of such terms as “underutilization,” “deficiency,” “concentration,” “affected class,” etc. should not be construed as an admission by Verizon Wireless, in whole or in part, that minorities or women have been or are presently being underutilized, concentrated, or discriminated against in any way by the Company in violation of federal, state, or local fair employment practice laws. Furthermore, nothing contained in this AAP or its supporting data should be construed as an admission by Verizon Wireless, in whole or in part, that it has contravened such federal, state, or local employment practice laws.

This AAP does not constitute an express or implied contract between the Company and its employees, job applicants, or other persons. It does not change in any way the basic at-will employment relationship that all Verizon employees have with the Company. Nothing in this AAP creates a private right of action on behalf of any individual or group against the Company.

The Restricted and proprietary information  
Contained herein is for use solely by authorized employees of Verizon  
and its subsidiaries with a need to know and should not be disclosed to others.

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## **INTRODUCTION**

Verizon Wireless, a national wireless service provider, is headquartered in Basking Ridge, New Jersey and does business across the country. It is organized both geographically and functionally. It maintains a market-based structure: North East, South East, North Central, South Central, Pacific, and Great Lakes; a Wireless Customer Care Group, and a Wireless Business Sales and Operations Group.

Verizon Wireless is one of the most highly regarded companies in the United States and is known as one of the best, most progressive employers in this country. Simply stated, Verizon Wireless demonstrates the value it places on its employees by providing them with ample opportunities for training and development and a compensation plan that rewards strong performance.

### **I. ORGANIZATIONAL PROFILE 41 C.F.R. §60-2.11**

As one of the diagnostic components of Verizon Wireless' AAP and to comply with applicable regulations, the Company has completed a profile of the workforce at the establishment. The organizational profile is an overview of the staffing patterns at this establishment and is used to determine whether there are areas in the workforce where minorities or women are underrepresented or concentrated. To complete our organizational profile we have elected to follow the Work Force Analysis methodology.

For each appropriate organizational unit we have identified the following: the name of the unit; the job title, gender, race/ethnicity of the supervisor; the total number of male and female incumbents; and the total number of male and female incumbents in each of the racial/ethnic groups.

### **II. JOB GROUP ANALYSIS 41 C.F.R. §60-2.12 and 41 C.F.R. §60-2.13**

As the second diagnostic component of our AAP we have conducted a Job Group Analysis. The Job Group Analysis is the first step in comparing the representation of minorities and women in the workforce covered by this AAP with the estimate of the available qualified minorities and women who could be employed by Verizon Wireless in positions covered by this AAP.

In designing our job groups we considered the following elements:

- Similarity of duties and responsibilities;
- Similarity of compensation; and
- Similarity of opportunities for advancement including training, transfers, promotions, mobility and other career enhancements.

Although not a determinative factor in designing job groups, we also attempted to create job groups that are large enough to conduct appropriate analysis.

### **III. DETERMINING AVAILABILITY** **41 C.F.R. §60-2.14**

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis - the final diagnostic component of this AAP. The purpose of the availability analysis is to establish a benchmark against which the demographic composition of the Company's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: the percentage of minorities or women with the requisite skills outside the establishment (external availability) and those within the Company who are promotable, transferable and/or trainable (internal availability).

In determining availability, we have selected our reasonable recruitment area and our pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and women. Moreover, when determining external availability we have used as our source of data the EEO 2006-2010 ACS Tabulation Data set.

Finally, where a job group is composed of different job titles that carry different availability rates, we have calculated a composite availability figure. We arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

### **IV. COMPARISON OF INCUMBENCY AND AVAILABILITY** **41 C.F.R. §60-2.15**

Verizon Wireless has compared the representation of minorities and women in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, the Company conducted a statistical test using the two standard deviation methodology, to determine whether the difference was greater than could reasonably be expected. This methodology is enumerated among the permitted methodologies for identifying underutilization in the 2000 revision of AAP regulations (165 Fed. Reg. 68021, 68033).

**V. PLACEMENT GOALS**  
**41 C.F.R. §60-2.16**

As required by applicable regulations, Verizon Wireless has established placement goals where the actual representation of women or minorities in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, we applied the following principles:

1. When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the Company established a percentage annual placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
2. Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
3. In all employment decisions, the Company makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's race, color, religion, sex, age, disability, veteran status, or national origin.
4. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
5. Placement goals are not used to supersede merit selection principles, nor do these placement goals require the Company to hire a person who lacks qualifications to perform the job successfully or hire a less-qualified person in preference to a more-qualified one.
6. The placement goals established in this AAP may reflect the Company's publicly announced permissible preference for American Indians living on or near an Indian reservation.

**VI. DESIGNATION OF RESPONSIBILITIES**  
**41 C.F.R. §60-2.17(a)**

The Director - HR Compliance (“Director”) is responsible for the implementation of equal employment opportunity and this affirmative action program. The Director, as Affirmative Action Compliance Officer, has the authority, resources, support of and access to top management to ensure the effective implementation of equal employment opportunity and this affirmative action program. In carrying out this responsibility, the Affirmative Action Compliance Officer and designated staff will:

**A. Duties of the EEO/AA Official**

1. Review and update annually the Affirmative Action Program.
2. Develop policy statements, and internal and external modes of communication, including discussions with managers, supervisors and employees to ensure the Company’s policies are followed. Exhibit A
3. Oversee regular discussions with local managers, supervisors, and employees to ensure that the Company's policies are being followed.
4. Advise supervisors that their work performance is being evaluated on the basis of their affirmative action efforts and results, as well as other criteria, and that the Company is obligated to prevent harassment of employees placed through affirmative action efforts.
5. Design and implement internal audit and reporting systems that will measure the effectiveness of the Company's Program, indicate the need for remedial action, determine the degree to which the Company's objectives have been attained, determine whether known protected veterans have had the opportunity to participate in all Company-sponsored educational, training, recreational, and social activities, and ensure that each location is in compliance with applicable laws and regulations.
6. Oversee the Company’s outreach to minorities and women, and the assessment of the effectiveness of those efforts.
7. Serve as liaison between the Company and enforcement agencies, and between the Company and organizations of and for protected veterans, and encourage active involvement by Company representatives in the community service programs of local organizations of and for protected veterans.
8. Keep management informed of the latest developments in the entire affirmative action area;



9. As necessary, interface with federal, state and local employment enforcement agencies.
10. Coordinate the filing of the annual EEO1 Report.
11. Arrange for career counseling for known employees who are minorities and/or women, where appropriate.
12. Perform periodic audits to ensure that:
  - i. Equal employment opportunity posters are properly displayed;
  - ii. All facilities that the Company maintains for the use and benefit of its employees, including but not limited to, locker rooms, lunch areas, and rest rooms are accessible for disabled individuals;
  - iii. All employees, including minorities and women, are eligible to participate in all company-sponsored educational, training, recreational and social activities.

**B. Responsibilities of Managers**

The Company has assigned certain responsibilities related to this Affirmative Action Program to managers. Specifically, people managers are responsible for:

1. Communicating the Company's commitment to its EEO policy.
2. Meeting with employees to be certain the Company's policies are followed.
3. Ensuring that minorities and women are given full opportunities for transfers and promotions.
4. Preventing harassment of employees, including minorities and women.

**VII. IDENTIFICATION OF PROBLEM AREAS**  
**41 C.F.R. §60-2.17(b)**

We conduct in-depth analyses of our total employment process, including the workforce by organizational unit and job group; personnel activity; compensation; and other personnel procedures to determine whether and where impediments to equal employment opportunity exist. This analysis covered the period from January 1, 2018 through December 31, 2018.

The following are the employment processes the Company evaluates:

1. Workforce composition by organizational unit and job group to determine whether there are problems of minority or female utilization or of minority or female distribution;
2. Personnel Activity (applicant flow, hires, terminations, promotions and other personnel actions) to determine whether there are selection disparities;
3. Compensation Systems to determine whether there are gender- race- or ethnicity-based disparities;
4. Selection, recruitment, referral, and other personnel procedures to determine whether they result in disparities in the employment or advancement of minorities or women, and;
5. Technical Phases of Compliance

Our analysis of the technical phases of compliance reveals that the Company fully complies with all the technical phases of its affirmative action obligations:

- A. Equal Employment Opportunity posters are prominently displayed in each Company location.
- B. Verizon Wireless requires that all of their contractors and subcontractors comply with all applicable federal laws and regulations.
- C. Verizon Wireless' on-line employment application has a statement concerning Equal Employment Opportunity.
- E. All recruitment advertising includes the phrase "An Equal Opportunity Employer M/F/Disability/Vet".
- F. All other required affirmative action notices and policy statements are posted on Company bulletin boards and are updated annually.
- G. All personnel and employment records made or kept by the Company are

retained for the required period as mandated by OFCCP regulations.

- H. The Company files annual EEO-1 and Veteran 4212 reports with the appropriate agencies.

**VIII. ACTION ORIENTED PROGRAMS**  
**41 C.F.R. §60-2.17(c)**

Verizon Wireless has developed and executed action-oriented programs designed to correct any problem areas that may have been identified, as well as, to attain established goals. These programs, listed below, demonstrate our good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results.

1. Verizon Wireless has analyzed and will continue to analyze all positions and prepare job postings to accurately reflect position functions.
2. Job postings have been and will continue to be reviewed to determine the knowledge, skills, abilities, and other requirements necessary for the adequate performance of every job that is posted. Specifications will not contain any requirements that would result in discrimination on the basis of race, color, religion, sex, age, disability, veteran status, national origin, or other characteristic protected by law.
3. Job postings are available to incumbents and all members of management involved in the recruiting, screening, selection, and promotion process. Job postings are also made available to employees, applicants, and recruiting sources as appropriate.
4. Verizon Wireless has carefully monitored and evaluated the total selection process to ensure the process is free from discrimination.
  - A. All supervisory personnel have been instructed to ensure elimination of bias in all personnel actions in which they are involved.
  - B. Any tests administered by the Company are valid job-related tests.
  - C. Application forms have been reviewed to ensure that all requested information is job-related, and that the forms comply with all applicable laws.
  - D. Verizon Wireless does not and will not use any selection tools or techniques that unlawfully discriminate against minority groups and/or women.

5. Verizon Wireless has evaluated its techniques for successfully recruiting and increasing the flow of qualified minority and women applicants through the following:
- B. Verizon Wireless will partner with the Local State Employment Centers, as well as, job fairs and recruiting programs sponsored by local community colleges and other community organizations.
  - C. Local organizations will continue to be contacted for referrals of potential minority and women employees.
  - E. Recruitment programs will be planned and implemented whenever openings justify.
  - F. Furthermore, to eliminate any underutilization of minorities and women, where placement goals exist as defined by the OFCCP, we will continue to contact universities and two- and four-year local colleges, vocational technical schools, high schools, local business schools, and state and community organizations, which attract qualified minority and women students. We will advise these institutions of our desire to fill job openings in these classifications with minority and female employees. When possible, we will continue to participate in job fair and career day activities and we will consider relevant work experience programs.
  - G. We will contact different sources of recruitment and advise them that under the AAP we are specifically seeking to employ minorities and/or women for job openings. During the plan period from January 1, 2019 through December 31, 2019, targeted recruitment activities are planned at the following sources:
    - Local State Employment Centers
    - Career Builder
    - Monster
    - Hot Jobs
    - Latpro.com
    - Telecomcareers.com
    - BizJournals.com
    - Regionalhelpwanted.com
    - Localjobnetwork.com
    - National Black Expo Career Fair

6. The following programs have been implemented by Verizon Wireless to ensure that minority and female employees are given equal opportunities for promotion:
  - A. Verizon Wireless provides on-the-job training as necessary to supplement the basic knowledge and skills of employees hired or promoted into a job. A generous tuition reimbursement benefit is also available to all employees.
  - B. Verizon Wireless utilizes formal evaluation programs for all employees, based upon job duties, responsibilities, key Company objectives, and performance.
  - C. Seniority practices are not an area of concern since Verizon Wireless has no formal seniority system. Promotions are based on demonstrated ability, leadership qualities, attitude, aptitude, loyalty, cooperation and other pertinent qualifications.
  - D. Verizon Wireless has an established internal job posting process, which provides notice of available jobs and is used in conjunction with other recruitment methods. The job posting process provides an employee the opportunity to change jobs, transfer, or advance within the Company, regardless of location, based on qualifications.
  - E. Childcare, housing, or transportation is considered as a significant area of concern for minorities and women at Verizon Wireless. Verizon Wireless has implemented dependent care and healthcare reimbursement accounts and also offers a back-up dependent care program. Relocation expense payments are often available to employees who incur such expenses at Company request.
7. Facilities and Company-sponsored activities are desegregated. Minorities and females are encouraged to participate in all activities.
8. Other action oriented program support:
  - A. Verizon Wireless employees serve on various community relations boards and organizations with the Company's support.
  - B. Verizon Wireless and its employees participate in a variety of community support programs and/or organizations such as:
    - National Society of Black Engineers
    - Society of Women Engineers
    - Society of Hispanic Professional Engineers
    - National Black MBA Association

- National Society of Hispanic MBA
  - Domestic violence shelters and awareness programs
  - Women in Computer Science
  - ALPFA National Conference
  - ASCEND National Conference
  - Women in Wireless
- C. Verizon Wireless makes available any of its personnel for lectures promoting women and minorities and diversity in the industry.
- D. Verizon Wireless publicizes the achievements of minority and non-minority, and female and male employees in local and minority news media.
- E. In addition to our regular program of corporate giving, Verizon Wireless regularly honors other requests for donations and services from minority, female and charitable community-oriented organizations. Verizon Wireless and its employees also plan, sponsor, and participate in numerous community-oriented activities and social programs, including the following area programs:
- STEM Program (Science, Technology, Engineering and Math)
  - ISTE (International Society for Technology Education)
  - Thinkfinity.org
  - Domestic Violence Prevention
  - State Department of Labor Recruitment Services
  - National Black MBA Association
  - National Society of Hispanic MBAs
  - National Society of Black Engineers
  - Society of Women Engineers

## **IX. INTERNAL AUDIT AND REPORTING SYSTEM**

### **41 C.F.R. §60-2.17(d)**

Verizon Wireless has developed and implemented an auditing system that periodically measures the effectiveness of its total AAP. The Company views the activities that are listed below as critical to the success of the AAP.

1. The Director - Human Resources Compliance will monitor records of applicant flow, referrals, placements, rejected offers, training, transfers, promotions, terminations, and any layoffs or recalls to ensure that Verizon Wireless' non-discriminatory policy is carried out. Procedures are reviewed and revised as problems are identified.
2. Senior management is and will continue to be informed of any equal employment opportunity, affirmative action, unlawful discrimination or harassment concerns that arise in their respective areas of responsibility to ensure immediate action and positive results.

3. Verizon Wireless recognizes its responsibility to affirmative action and is committed to fulfilling this responsibility by complying with all government regulations pertaining to equal employment opportunity. A part of this commitment is management's desire to keep abreast of developments in the affirmative action area.
4. Verizon Wireless will report to managers and supervisors the degree to which their goals are attained.
5. Progress on Verizon Wireless' Affirmative Action Plan will be discussed at supervisors' meetings. Relevant information will be communicated to employees during regular departmental meetings.
6. The Director – Human Resources will periodically report to the Executive Director – Human Resources Business Partner at the establishment on the effectiveness of this program and will submit recommendations to improve any unsatisfactory performance if it is present.

## **X. CONCLUSION**

The AAP demonstrates a commitment to equal employment opportunity and affirmative action, and has strong plans to ensure both corporate and employee success.

Through the Company's Affirmative Action Compliance Officer, the Company will continue to communicate its policies, both within the organization and the communities in which we work. The Company's President and Chief Executive Officer affords the Affirmative Action Compliance Officer full authority to take action to implement the plan and to pursue solutions to problems that might impede the progress of this Plan.

At the close of Verizon Wireless' most recent Plan year, an analysis of the composition of the workforce was undertaken. The workforce was analyzed by job group and by department to determine the employment of minorities and women, and to identify if placement goals are indicated when compared to the appropriate available workforce. The Company will continue its outreach efforts and to ensure that all applicants and employees are treated fairly, based on job-related criteria and without regard to race, color, religion, age, gender, national origin, sexual orientation, gender identity and expression, disability, marital status, citizenship status, veteran status, military status or other legally protected classifications. Verizon Wireless does not discriminate on the basis of any protected classification listed above, or other categories protected under federal, state or local law.

Verizon Wireless is mindful of the fact that continued achievements in the area of equal employment opportunity and affirmative action are important. As a result, we have included the action-oriented plans and programs for recruiting, communication, and reporting, to ensure that our compliance with affirmative action continues in good stead.

Finally, it should be noted that the Company's thorough analysis of its workforce reveals that Verizon Wireless is in full compliance with sex discrimination guidelines and that there is no evidence of discrimination in any form against female employees. As outlined in this AAP, Verizon Wireless is ready and willing to make affirmative action both a commitment and a continued reality.





January 2018

## Equal Employment Opportunity/Affirmative Action Policy

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### POLICY SCOPE

This policy applies to all 100% owned or controlled subsidiaries of Verizon Communications Inc. ("Verizon"). This policy applies to all locations where employees work or represent Verizon, including the workplace, customer and vendor premises, and company-sponsored activities.

### POLICY STATEMENT

Verizon's policy is to provide equal employment opportunity ("EEO") to all persons without regard to *race, color, religion, age, gender, sexual orientation, gender identity and expression, national origin, disability, marital status, citizenship status, veteran status, military status or any other legally protected classifications*. Verizon does not discriminate on the basis of any protected classification listed above, or other categories protected under federal, state or local law.

Verizon is committed to a workplace free from unlawful discrimination and harassment and will not tolerate discriminatory or harassing behavior of any kind. This commitment extends beyond that which may be required by law and strives to maintain a work environment totally free from discrimination or harassment. This zero tolerance policy applies to any conduct that has the purpose or effect of creating an intimidating, hostile or offensive work environment.

Prohibited harassment includes verbal, physical or other behavior that denigrates or shows hostility or aversion toward an individual because of that person's *protected classification* (above). Such harassment, and the discriminatory treatment of others based on their protected classification, is unacceptable regardless whether it is instigated by employees or non-employees, including contractors, interns, customers, vendors, suppliers and visitors.

It is also the policy of Verizon to take appropriate Affirmative Action to assure equal opportunity for all applicants and employees. Verizon invites all employees to voluntarily self identify on the basis of race, gender, veteran status or disability.

Verizon will make reasonable accommodations for the physical/mental impairments of employees or applicants if doing so will enable the employee or applicant to perform the essential functions of a position that he/she holds or is seeking, so long as the accommodation would not cause an undue hardship to the business.

It is also the policy of Verizon to reasonably accommodate an employee's or an applicant's religious beliefs, practices and observances, unless doing so results in undue hardship to the Company. However, employees may not impose their religious beliefs on other employees, customers, business suppliers or other stakeholders.

### Protection from Retaliation

Verizon prohibits any form of retaliation against applicants or employees for filing a complaint, reporting alleged violations or for cooperating in a Company or government investigation. Committing any act of retaliation alone can be cause for appropriate corrective action, including termination of employment.

### RESPONSIBILITY - EEO

All employees are expected to adhere to this policy in their day-to-day working relationships and in carrying out their job responsibilities. Violations of this policy will result in appropriate corrective action. This can include termination of employment for severe violations, even for a first offense. Severe violations may include, but are not limited to, use of offensive racial or ethnic slurs or other abusive or offensive language, or unwanted and inappropriate touching of a sexual nature.

Supervisors/Managers are responsible for ensuring compliance with this policy and for providing a work environment free from any form of discrimination or harassment. Management is also responsible for ensuring that all employees

under their supervision are fully aware of this policy and appropriate complaint procedures (below). Managers who have knowledge of conduct that violates Company policy and fail to take the proper corrective action steps, or who otherwise condone such conduct, will themselves be subject to corrective action up to and including termination of employment. Supervisors/local management must notify Human Resources whenever they become aware of any unlawful discrimination or harassment matters. Human Resources is responsible for consulting with local supervision, conducting an investigation, where appropriate, and recommending corrective action when warranted.

### **RESPONSIBILITY - Affirmative Action**

The Director of HR Compliance has overall responsibility for implementing and measuring the effectiveness of Verizon's Affirmative Action Program. Human Resources is responsible for the coordination and facilitation of this Program with Verizon managers and supervisors. Questions regarding the administration of this Program should be referred to Human Resources. As required by applicable law, the Company's Affirmative Action Program for covered veterans and individuals with disabilities is available for review during regular business hours upon request to Human Resources through the VZ Compliance Guideline at 844-894-8433 or online at [www.verizonguideline.com](http://www.verizonguideline.com) for Verizon employees/applicants. Any inquiries, contacts or documents received from the U.S. Department of Labor's Office of Federal Contract Compliance Programs ("OFCCP") must be immediately referred to Human Resources.

### **RESPONSIBILITY - Accommodations**

Employees or applicants are responsible for informing their management team or Human Resources of the need for accommodation. If you need accommodation for a disability in order to perform the essential functions of your position, contact your supervisor and your local Human Resources department for assistance. The Human Resources department will work with you to determine potential reasonable accommodations if doing so will enable you to perform the essential functions of your position, unless doing so would result in an undue hardship on the Company. Business necessity, operational considerations, work rules and co-worker impact may be considered in determining the nature of any accommodation to be made. Employees and applicants should not be placed in positions where, with or without reasonable accommodation, there would exist a direct threat to the safety or health of themselves or others.

### **COMPLAINT PROCEDURE**

An individual who believes he/she has been subjected to, or is aware of, unlawful discrimination, harassment or retaliation should immediately bring their concerns to:

- His/her supervisor or manager;
- Local Human Resources Department; or
- The VZ Compliance Guideline at 844-894-8433 or online at [www.verizonguideline.com](http://www.verizonguideline.com) for Verizon employees/applicants

Complaints will be treated in a confidential manner and information will only be shared on a need-to-know basis. All complaints will be properly investigated. Any unlawful acts of discrimination, harassment or retaliation will be addressed and remedied in an appropriate manner up to and including termination of employment.

Complaints received from an external governmental agency must be immediately submitted to the appropriate Human Resources group for proper handling and response.



**Hans Erik Vestberg**  
**Chief Executive Officer**

#### **Disclaimer Statement**

This policy is not a contract of employment or a legal document between you and the Verizon company that employs you, or Verizon Communications Inc. or any of its subsidiaries. Thus, it must not be construed as a guarantee of employment or a promise regarding the terms and conditions of employment, either express or implied.

This policy may be changed by the Company at any time without notice. Employment with Verizon is "at will," which means that you or Verizon may terminate your employment, at any time, with or without cause, with or without notice, for any reason not prohibited by law, unless governed by a collective bargaining agreement or specific contract of employment. This at will employment relationship may not be modified except in a written agreement signed by the employee and an authorized representative of Verizon.